

EAST BAY LABOR JOURNAL

THE ONLY OFFICIAL NEWSPAPER OF ORGANIZED LABOR IN ALAMEDA COUNTY

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Lamar Childers is chosen as Labor's Man of the Year



NEW CAREERIST Bernice Randolph (left) talks with Marie Rowland, maid at the Hotel Leamington, in her new role as business representative trainee in Service Employees 18 under guidance of Vic Brandt, secretary-business representative of the local union. (Story on page 6).

Hotel-Motel wages hiked in new pact

Members of Service Employees 18, who beat off an attempted raid by a San Francisco Teamster local, last week voted by a 6 to 1 margin to accept a new 30-month hotel - motel contract which raises pay a total of 45 cents an hour over 30 months.

Negotiations with 10 East Bay hotels and motels were for the representational election made necessary by the raid attempt. They got underway December 16 and wound up the first week of January in marathon sessions with the aid of the Alameda County Central Labor Council.

The agreement provides 20-cent an hour increases retroactive to last November 1, another 15 cents an hour next November 1 and 10 cents additional June 1, 1972. The contract expires June 1, 1972.

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More time given for minority leader class applications

The deadline for applications to the pioneering labor-sponsored course in union leadership for minority workers has been extended to next Friday, January 30, from the previous January 15 date.

Some 20 to 25 minority members of East Bay unions are to enroll in the six-month course beginning April 1 at the University of California.

The course, worked out by the UC Center for Labor Research & Education, and labor groups, will emphasize techniques of labor representation plus subjects relating to urban problems.

Students will receive help in getting leaves from their jobs, in finding housing if necessary, will be financially assisted and aided in maintaining their basic union fringe benefit coverage.

Applications are available at local unions or at the Labor Center, 2521 Channing Way, Berkeley, telephone 642-0323.

Building Trades pacts

Alameda County Building Trades Council contracts reported this week were with Frank W. Briggs and Dardale Construction Company.

COPE event to honor Building Trades aide

Secretary-Treasurer Lamar Childers of the Alameda County Building Trades Council, is Alameda County Labor's first Man of the Year.

Childers was chosen by the executive committees of the Central Labor Council and Building Trades Council as the individual unionist here who rendered the outstanding contribution to the labor movement in 1969.

The first annual Man of the Year Dinner will be held Friday, February 13, at Goodman's Hall, Jack London Square.

The \$25 a plate affair will have the twin purpose of honoring Childers and raising labor's political funds for the crucial 1970 elections in which California will name a governor, U.S. Senator, Congressmen and members of the Legislature. Proceeds will go to Alameda County COPE.

Both councils urged affiliates to send officers, executive board members and as many other members as possible.

Childers has been executive officer of the BTC since 1952 when he was elected business representative, a post the name of which was later changed to secretary-treasurer.

The Labor Man of the Year Committee, headed by AFLCIO Regional Representative Gene DeChristofaro and including

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Nixon policy scores

Production no--inflation si!

The Nixon drive to slow down the economy has succeeded to the point of a threat of recession and more joblessness—but the inflation which the slowdown was supposed to check has kept right on growing.

Nixon's own Commerce Department disclosed the contrast between rising inflation and an economic standstill. It reported that the Gross National Product was up last year by \$66,600,000,000 over 1968 to \$365,700,000,000, but production itself failed to show any increase in the last three months of Nixon's first year in office.

Just days after the Commerce Department report, the Labor Department disclosed that living costs nationwide in 1969 had made their greatest increase for any year since the Korea War inflation of 1951. Costs were up 6.1 per cent, contrasted to 6.9 per cent in 1951.

The Gross National Product is the dollar equivalent of every-

thing produced in the nation. The difference between its near-record growth despite slowing production was inflation—higher prices which build industrial profits.

There were these other indicators of past and future economic slowdown:

1. Nixon announced new sharp budget cuts for the next fiscal year while indicating he would veto the Health, Education & Welfare Department appropriations bill as inflationary.

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OFFICIAL NOTICES

Correspondents columns will be found on page 4 of this edition of the Labor Journal. Unions will find notices of important meetings called by their officers on page 6.

Unions meet to study action in new Kaiser care fee hike

Bay Area representatives of unions, health trust funds and other groups using the Kaiser Health Plan were meeting this week to discuss a new 7.5 per cent increase in costs — along

with other problems—involving Kaiser Foundation services.

Kaiser's newest increase, effective April 1, brings to 35.7 per cent the rise in costs for its services in the last three years.

This was an issue — but only one of several — before a meeting called by a Northern California committee of the California Council for Health Plan Alternatives for 2 p.m. this Thursday, January 22, in the San Francisco Labor Council office, 3068 Sixteenth Street, San Francisco.

"The whole question of quality and service is involved in the problem," said Dave Williams, administrative secretary of CCHPA. "They're oversubscribed, you know. We're getting all kinds of complaints."

The meeting was to consider the possibility of setting up committees near Kaiser facilities to monitor grievances and quality.

Government as well as union subscribers in the Bay Area were invited to the meeting. A similar session will be held in Los Angeles in February.

Williams said that last fall "Kaiser promised the California Council they would review with us any proposed increase and go into detail on cost factors and they never did it."

Kaiser's newest price hike was announced while some plans were still adjusting to the 18 per cent increase that went into effect last April, which in some

MORE on page 8

GE strike rally set here Feb. 2

As the General Electric strike neared the end of its third month this week, a mass labor rally to build support behind the 150,000 strikers was announced for Monday evening, February 2.

The rally, to which all unionists are invited, will take place at 8 p.m. in the Labor Temple, 2615 Valdez Street, Oakland. It is to replace the regular Alameda County Central Labor Council meeting that night.

Meanwhile, the Labor Council's Community Services Committee renewed its appeal for blood donors, who may turn over their \$10 fee to be sent as their personal contributions to the

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EDITOR'S CHAIR
see page 3

HOW TO BUY

Canned food value varies widely

By **SIDNEY MARGOLIUS**,
Consumer Expert for
Labor Journal

The proliferation of canned and frozen ready-to-eat foods has made a real shopping puzzle for consumers. A new survey by this column shows a wide range of values in the actual nutrients you get in different types and brands. Some are pretty good buys. Others are ridiculous.

The amount of actual nutrients you get for your dollar is what you really need to know when you compare values in such foods. But the consumer still has to shop blind. In an age of packaged foods, present labeling laws are completely obsolete. Labels merely list the ingredients in order of importance. They don't even tell the amounts of each, especially the valuable meat ingredient, let alone the even more important facts on protein, calcium and vitamin values.

THE SAME PHENOMENON has occurred in canned foods as in frozen foods. Manufacturers have taken the older, basic products like canned beans, added ingredients or flavorings, and built up the prices inordinately. Our survey found that you can pay as little as 5 cents for the 7 ounces of protein in a serving of ordinary pork and beans (about one-third of a 16-ounce

can), and twice as much and more for the equivalent protein in such versions as "barbecue beans" and "beans and franks."

In soups, the differences in food values are even more extraordinary. You can pay as little as a rate of 70-80 cents for 100 grams of protein in some of the canned soups such as "split pea with ham" and "bean with bacon" to as much as \$4 to \$5 for the same amount of protein in other popular varieties such as "turkey rice," "clam chowder" and "cream of celery."

It pays to give attention to protein value. Adults and older teens require about 60 grams of protein a day for a nutritionally adequate diet. Younger teenagers and sub-teens need about 40-50 grams; children under 10, 25-40.

THE SO-CALLED "complete proteins come from poultry, fish, milk, cheese, eggs. The proteins in cereal foods are not as complete. They are more valuable nutritionally when served with a little protein from animal sources. That's why you often find canned and frozen prepared foods have a little cheese or meat added to the spaghetti or beans.

The money-saving trick in many cases is to buy the simplest version and add the additional small amount of meat or

other animal protein yourself, getting maximum nutrition at lowest cost while still getting most of the convenience of ready-to-eat foods.

Because of the desirability of buying the most protein for your money, here is a report on several of the best (and worst) buys in protein and other nutrients in popular ready-to-eat foods.

CANNED SOUPS: You can't judge the food value by the price. Some of the lower-price soups have relatively little nutrition; some have more.

We based our comparison on the nutritional analysis of the most widely-sold brand, Campbell's. But the growing number of private-brand soups such as Co-op and Ann Page can be assumed to have similar relative values. Thus, "vegetable beef" usually would be higher in protein and cheaper in protein cost than plain vegetable, etc.

Nor did we attempt to compare food values among different brands, although the new private-brand soups priced in the survey usually were 2 to 6 cents less than the national brands.

Some of the canned soups were good buys in protein, providing as much as a third or more of the nutritionally-desirable protein for a meal.

The best nutritional buy in any canned soup we found is "split pea with ham." It provides protein at a cost per 100 grams of 72 cents, and is high in other nutrients.

Others of the relatively better buys in order of increasing cost of the protein are: "bean with bacon" (83 cents per 100 grams); "green pea" (92 cents); "hot dog bean" (99 cents); "chicken broth" (\$1.21); "pepper pot" (\$1.36); "chicken 'n' dumpling" (\$1.43); "turkey noodle" (\$1.44); "vegetable beef" (\$1.47); "consomme" (\$1.63); "scotch broth" (\$1.67); "chicken & stars" (\$1.96); "vegetable" (\$2.10); "beef" (96 cents).

The worst buys in nutritional value in canned soups are usually the so-called "cream" soups: "cream of potato," "cream of celery," etc. The tomato soups also are relatively poor buys nutritionally.

BEAN PRODUCTS: Ordinary pork and beans are the best buy, followed, in order of increasing cost of the protein, by "barbecue beans," "beef and beans," "beans and franks," and chili with beans.

SPAGHETTI, MACARONI PRODUCTS: Newer versions of these popular canned products are noticeably costlier. You pay more for spaghetti in the shape of an "O." Thus, ordinary "spaghetti with meat balls" offers more protein at a lower cost than "spaghetti O's with meatballs." Either gives you more protein for the money than canned "spaghetti O's with sliced franks."

In general, you get most protein for your money in ordinary canned spaghetti and cheese, followed in order of increasing cost, by macaroni and cheese; macaroni or spaghetti and beef; Italian style spaghetti; spaghetti with meatballs.

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What They Wore... by PHYLLIS JOYCE

CHANEL N°1
PERHAPS NO OTHER DESIGNER HAS INFLUENCED
20TH CENTURY WOMAN AS MUCH AS
GABRIELLE "COCO" CHANEL.

SHE WAS THE FIRST TO MAKE A SUNTAN,
SHORT HAIR BOB AND THE IDEA OF PANTS
FASHIONABLE. IN THE '20'S SHE LAUNCHED
ANOTHER FASHION FIRST-THE CARDIGAN.



CHANEL WAS THE FIRST
WITH THE HARDWARE
LOOK, TOO, LONG BEFORE
THEY EVER APPEARED
AS A DECORATIVE DEVICE
SHE WAS SEWING TINY
CHAINS INTO THE SEAMS
OF HER SUITS TO MAKE
THEM "HANG RIGHT."

IN 1939 CHANEL RETIRED-
ONLY TO REOPEN HER
FAMOUS SALON 15 YEARS
LATER IN ORDER TO CHALLENGE
DIOR'S "NEW LOOK." ALWAYS
DESIGNING FOR THE MODERN-
DAY, ACTIVE WOMAN, SHE ONCE
AGAIN MET MILADY'S NEEDS WITH
POCKETS LIKE PURSES... AND
SLIM SKIRTS CUT TO ALLOW
FREEDOM OF MOVEMENT.

"COCO," A MUSICAL PLAY DRAMATIZING
CHANEL'S LIFE, IS NOW ON BROADWAY
STARRING KATHERINE HEPBURN.



TODAY... WHEN
BUYING WOMEN'S
OR CHILDREN'S
APPAREL LOOK
FOR THIS LABEL-
THE SYMBOL OF
DECENCY, FAIR
LABOR STANDARDS
AND THE AMERICAN
WAY OF LIFE.

Getting Your Money's Worth

A pair of toy maracas made with small metal pellets that contain lead has been rated Not Acceptable by Consumers Union, the nonprofit product-testing organization.

The maracas are part of a "Rhythm Band Set" (model M307), marketed by Creative Playthings, a toy firm in Princeton, N.J.

In addition to pointing out that a child might swallow the pellets, the consumer organization's magazine, **Consumer Reports**, says the pellets are so small that there is a chance that some children may actually inhale them.

CONSUMERS UNION says its attention was called to the matter by a reader who reported that one of the maracas had come apart in the hands of his daughter. When CU purchased its first sample, it reports, "we found that the handle of one maraca was already loosening at one side—removing it took very little effort."

Commenting on the lead composition of the pellets, it says:

"Lead is poisonous mainly in the easily absorbable form of dust or lead salts, and the metallic lead that composed the shot is relatively hard for the gastrointestinal juices to dissolve. It

therefore might be less harmful to a child who swallowed it than lead in the other forms. But that does not mean that the pellets are safe to swallow. Indeed, none of the toxicologists we consulted would exclude the possibility of a health hazard on that score.

"The chance of breathing the tiny pellets into the lungs makes them a serious and clear hazard to small children. For that reason alone, we would rate the toy 'Not Acceptable.'"

FOLLOWING TELEPHONE inquiries to Creative Playthings on November 17 and 18, CU received a letter from a spokesman for that organization, saying that lead, instead of steel, pellets had been placed in approximately 1,500 gourds without the knowledge of Creative Playthings' supplier. The balance of the batch in question, numbering about 1,000, the letter said, had been recalled.

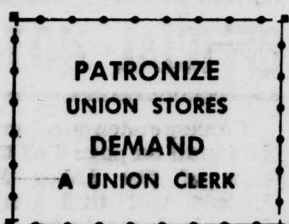
But on November 20, says CU, the day after the letter was written—one of its shoppers went to the company's New York City store, asked for a "Rhythm Band Set" and was sold one containing the lead-pelleted maracas rated Not Acceptable.

Demand the Union Label!

BOOST THE LABEL

BUY UNION LABEL PRODUCTS ONLY

When making purchases, always ask for the union label. If building a home or repairing one, see that the men doing the plumbing or steamfitting work, painting, etc., belong to the union. Ask to see their Card. Boost the union emblem and help yourself.



EAST BAY LABOR JOURNAL, FRIDAY, JANUARY 23, 1970

Product safety for plant workers asked

Products which endanger the consumer also can be dangerous to the workers who produce them, Maida Springer Kemp, national organizer for the International Ladies Garment Workers Union told the National Commission on Product Safety.

At a commission hearing in Chicago, she cited disclosures that color television sets leaked dangerous radiation as threatening the production workers as well as the purchasers.

"Dangers to poultry workers from diseased poultry brought the Meat Cutters into the lead in the fight for the Wholesome Poultry Products Act," she said.

She asked for safety standards, protecting both workers and consumers, in the field of glass fiber products. While federal regulation requires manufacturers to label such materials with the warning that improper handling may cause skin irritations, she

said proper handling actually would require two washing machines per family.

That is because glass fibers in curtains and upholstery material break off in washing machines and could attach to garments which then would irritate the skin of wearers.

Workers certainly need protection too, she said, noting that if glass fibers cause skin irritation to consumers, "they surely affect the workers involved directly in their manufacture, assembly or installation."

She also pointed out that pesticides used on farm products not only are of concern to consumers but are even more hazardous to agricultural workers engaged in "spraying or other direct application of these poisons." The United Farm Workers' Organizing Committee has repeatedly charged pesticide danger to consumers and farm workers.

DDT heads Audubon 'don't use' list

The Audubon Society, warning of the longlasting danger to human and animal life from use of DDT, offers this list of substitute bug killer sprays:

Pyrethrum, rotenone, nicotine sulfate, methoxychlor, Sevin, malathion, diazinon, dibrom,

Retired union aide dead

Sylvester Graham, retired AFLCIO regional representative, died at 70 in Butte, Montana. He had previously been a Mine, Mill & Smelter Workers organizer, president of the old Montana State CIO Council and CIO regional director in Wyoming and Montana.

COSMOPOLITAN Magazine is a Hearst publication. Don't buy any Hearst publication while scabbing in L.A. continues.

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JOHN M. ESHLEMAN,
Editor

POSTMASTER: PLEASE SEND CHANGE OF ADDRESS NOTICES, FORM 3579, TO 1622 EAST TWELFTH STREET, OAKLAND, CALIF. 94606.

Cal. welfare work program a mess, says union

Social Workers 535 has accused bureaucrats of the Department of Employment and Social Welfare of creating "a disaster area" out of the Work Incentive Program, which was intended to switch welfare recipients to productive employment.

The charge was contained in a 61 page analysis of the operation of the program in Alameda County, prepared for the Legislature. The report recommended 27 specific changes.

The program, known as WIN, "has been launched with incompetent leadership, inadequate resources and infinitesimal planning," the analysis said.

"Before WIN, the unemployed and underemployed received little help from the state. Now they receive perhaps even less, certainly no more, but definitely at greater expense to the taxpayer."

The report said that in a year the program had placed only 15 welfare men in gainful employment, although WIN is supposed to be specifically

geared to placing welfare fathers in jobs.

The WIN division in Alameda County claims 108 people were taken off welfare rolls as a result of employment. But the Social Workers analysis indicates that only 29 of these were actually placed in jobs by WIN and of these 29 only 15 were men. The other 79 found jobs on their own.

The report says both taxpayers and welfare clients are "cheated by a system which does not allow for full employment or training for those who need and desire it . . .

"The taxpayer continues to pay not only for maintenance grants but for training programs costing millions of dollars which cannot succeed . . .

"With the advent of Work Incentive Program in Alameda County, the Board of Supervisors and the Welfare Agency administration reduced the services for vocational and employment training, leading to the increased brutalization of the community."

It cited as an example a 15 per cent increase in the caseload for aid to families with dependent children in the 68-69 fiscal year, coupled with a 75 per cent decrease in employment services offered.

And those who implement the program, the Social Workers said, must "go through bureaucratic motions that they know are useless, promise jobs to desperate people they know will not get jobs and put a Pollyanna facade of progress to the Legislature and the public when they know they are presiding over a shambles."

The report, given to the Assembly Health and Welfare Committee during an interim hearing, recommends that WIN job developers coordinate with industry, labor unions and employment offices to develop specific jobs lots for WIN clients; that clients be placed as to their needs and not "simply because there is a slot open;" and that ample follow up of client placement be initiated.

Meany contrasts 'Phila. Plan' with Nixon retreat on rights

The "Philadelphia Plan" is a gimmick designed to offset the Nixon Administration's over-all retreat on civil rights and it won't help at all to increase the number of minority employees in the building trades, AFLCIO President George Meany charged.

A Senate appropriations rider would have killed the plan, which sets up "goals" for minority group hiring on government construction jobs of more than \$500,000.

But the amendment, based on grounds that racial quotas violate the 1964 Civil Rights Act, was removed in later Senate and House votes after the administration threw its troops into the battle against it.

Administration pressure against the ban on the plan included a White House press conference by Labor Secretary George P. Shultz and Assistant

Secretary Arthur Fletcher.

It is, Meany told the National Press Club in Washington, a "concoction and contrivance" intended to gain "Brownie points" offsetting the administration's backup on major civil rights items.

"Perhaps the greatest drawback to the plan," Meany said, "is that it diverts attention from the real, solid task of training and qualifying minority members for a permanent place in the ranks of skilled workers, available and qualified for employment on all construction work in an area, not just the federally-financed work."

That real training is found, Meany said, in the Apprenticeship Outreach Program, inaugurated by the AFLCIO and its affiliates two and one-half years ago.

"The building trades have provided more jobs for more minority workers at manual occupations at high wages than any other industry in the country," he said.

Building Trades unions have pointed to Fletcher's proposal that minority members be given short-term training to make them "specialists" and contrasted this with labor-sponsored full skill training.

Meany added these objectives:

- The "Philadelphia Plan" applies only to construction work and then on a job basis, which could mean a few months employment with no provision for a permanent place in the work force.

- A contractor could comply by transferring workers from private to government construction without bringing new workers into the industry.

- The plan's "good faith effort" requirement could be met by a contractor making "one in the civil rights field," Meany phone call to some source."

"And when we contemplate the record of this administration in the civil rights field," Meany charged "—the softening on voters rights, delayed desegregation of the schools in the South, the attempt to put Strom Thurmond's boy on the Supreme Court, the cutting back of programs that could be helpful to the black community—it would seem that this attempt to use the Building Trades as a whipping boy could be designed to give the Nixon administration a few Brownie points to offset their shortcomings in the civil rights area as a whole."

Nixon scrapping of Voting Rights law fought in Senate

While it was pressing the "Philadelphia Plan," ostensibly for minority jobs, the Nixon administration came close to scrapping the 1965 Voting Rights Act which has almost doubled Negro voting registration in the Deep South.

The result: the House by a narrow 208 to 203 vote substituted the Nixon proposal to abolish close supervision of Deep South registration and voting for a simple extension of the 1965 Act.

Senate liberals were fighting hard to reverse the House action and pass a five-year extension of the original act. Senate action is expected in March.

Since the 1965 law became effective, an estimated 1,000,000 voters have added their names to the registration rolls in Dixie states where historically Negroes have been prevented from registering and voting by devices ranging from rigged rules to plain violence.

Black registration has risen by a huge 617 per cent in Mississippi, by 142 per cent in Alabama, 87 per cent in Louisiana, 51 per cent in Virginia, 35 per cent in Georgia and 32 per cent in South Carolina—states fully covered by the act.

Negro registration grew by 60,000 voters in North Carolina where the act covers 39 counties.

And in areas where the law covers, nearly 400 black people have been elected to public office.

Anti-dropout panel at apprentice meet

New ways to reduce apprentice dropouts will be discussed by a panel of seven experts Friday, January 30, on the second day of the three-day quarterly meeting in Bakersfield of the California Apprenticeship Council.

The panel includes Gordon Littman, director of the Bay Counties Carpenters Apprenticeship & Training Program. The audience will be invited to participate in discussion. The session will start at 1:30 p.m. in the Casa Royale in Bakersfield.

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from the EDITOR'S CHAIR

Justice is sometimes equaler for some people

What's wrong with capital punishment is that, as one of only two races which practice organized killing of our own kind, we are highly selective as to which individual slayer we give the deep six to and whom we lock up for a period and say, "go and sin no more." The other race is the insects.

Some years ago when I was a reporter for a San Francisco newspaper, I was assigned to take a call from the low-paid editor of a country newspaper who was the area correspondent for my employer.

He made it plain that he would suffer if the local power structure traced the story to him, but that a member of the town's dominant family had last night shot his wife to death.

THE CORRESPONDENT'S news sense told him that a story on the incident would return him much more cash than he could expect to earn that week from the non-union pittance paid him by his Republican and anti-union oriented publisher.

When I arrived in the area, I had a thoroughly hard time finding from the local police, whom I never have and do not now support, just what had happened. Absolutely no cop could find the police report on the woman's death.

But I was able to learn that the killer was free on his own recognizance and was at the country club having drinks to steady his nerves with his father, a local power.

For some reason, the country club refused to allow me or the photographer who accompanied me to enter.

But by sheer nasty persistence, emphasized by pointing out how bad the local police would look if they refused to tell the free press what had happened, I got the following quote from the chief of police who, I'm sure, had much respect for the father of the man who had killed his wife:

"This was an unfortunate home accident."

HAD I shot my wife to death, I would not have been allowed to enter my country club because, among other reasons, I didn't belong and I had no influence in my county.

I would have spent hours under the bright lights while one cop gave me the tough talk-or-else pitch while, alternately, another patted me on the shoulder and said, "Don't mind my partner, he's mean, just tell me and get it off your chest." I would probably now be dead from cyanide.

Thank heaven, my wife's a nice girl and I'd never shoot her.

My newspaper gave wide publicity to the event and the man who killed his wife was tried for manslaughter and did a short term.

This is what's wrong with capital punishment. Shortly, I'll tell you about the late Frank Egan who beat what then was the rope because his lawyer is a great advocate, allowing him to die in bed, and also I'll tell you about the late Benny Aranda who didn't.

DON'T BUY Good Housekeeping, Harper's Bazaar, Cosmopolitan or any other Hearst publication. Hearst hires scabs in Los Angeles.

McKenzie, head of Bricklayers 7, dead in S.F. crash

Howard A. McKenzie, president of Bricklayers 7, which covers 13 Bay Area and Northern California Counties, died last Friday in an automobile accident in San Francisco. He was 40.

McKenzie's most recent activity had been on behalf of a proposal to build low and medium priced housing in San Francisco, utilizing an apprenticeship program for Mission District minority youths.

Local 17 covers coastal counties from the Oregon line to San Mateo County and represents terrazzo workers in Alameda and Contra Costa County, where other bricklayer work is in the jurisdiction of Local 8.

McKenzie was elected Local 7 president in December, 1968, following two years as the union's recording secretary.

Survivors are his wife, Denise; a son, Malcolm and daughter, Gayle; his mother, Mrs. Catherine McKenzie of San Francisco, and five brothers. Services were held Monday. His home was in South San Francisco.

Good Housekeeping or Harper's Bazaar magazines while Hearst hires scabs and refuses to bargain with employees in L.A.

1970
A NEW DECADE—A NEW TEAM
PRINTING SPECIALTIES &
PAPER PRODUCTS UNION
District Council No. 5

VOTE FOR AND ELECT

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JOE BRITT

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LOCAL 677

FRED CROSTHWAITE
LOCAL 678

BUSINESS REPRESENTATIVE POSITION A.
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INCUMBENT

BUSINESS REPRESENTATIVE POSITION B.
LOREN WINJE

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DONALD W. PENMAN

SECRETARY-TREASURER
FREDRICK T. SULLIVAN

These men fought for and won
your right to vote for
BUSINESS REPRESENTATIVE

Sheet Metal Credit Union

BY HAROLD R. SAKSA

On Monday, February 16, 1970 we will have our 7th annual membership meeting. We urge every member to attend and bring guests. Bring your family for a good dinner and social before the meeting. "The prices are reasonable and the food is good," says our budgetarian Stan Davis. The meeting will be held at Tom Lovely's Buffet, 336 Grand Avenue, Oakland, California. Jim Welsh will be on hand to answer questions and give an inside story on law making in Sacramento. Jim is a registered lobbyist in Sacramento. President Bill Mansell promised to have a short meeting, that we should be through before 9:30 as we have in the past. If past annual meetings can be used as criteria, everyone should have an enjoyable evening as our meetings have always been held informal. Your officers take pride in announcing that your Credit Union has made 548 loans for a total of \$400,711.99 since organization ending September 30, 1969 and we are again able to pay a substantial dividend this year which will be stated in the membership annual report.

New members and share deposits are still being accepted. Call 653-0996 for information or write P.O. Box 2833, Oakland, Calif. 94618.

Chips and Chatter

BY GUNNAR (BENNY) BENONYS

Sad news at the Edgar Helsby home the other day. When they returned from church services, they found their home had been robbed of many things.

Downtown USA, is in for a tremendous change, mostly up, up, into the air! In San Francisco, there are at least three very large high rise, multi-story skyscrapers now under construction and rumors say there are nearly 30 to 40 such large projects to be announced in the near future. Several large projects, incorporating hotels, motels, stores, restaurants and a multitude of offices together with marinas are underway at the Ferry Building area. Ford Motor Co. has projected an \$80,000,000 complex, subject to approval of San Francisco city officials.

"Operation Breakthrough," as seen by the Department of Housing & Urban Development, (HUD) will result in full "systems" for housing. Announcements from HUD indicate that at least 37 major homebuilder firms have submitted planned methods and drawings in competition for final selections.

Among the finalists are Pan-tek Corp. featuring extensive use of foamed plastic core structural panel system easily adapted into standardized components. Levitt Technical Corp. features modules completely factory-built in offsite plants with wood structural frames. Rouse-Wates Co. plans are also factory built (offsite) using a precast concrete panel system. U.S. Steel Co. is competing with two systems; one features interior and exterior standardized panels of light gauge galvanized steel and wood frames, the other is a factory built and assembled modular system.

Boise-Cascade Corp. enters a mix of modular units, panels and service utility cores, all of which will be built in offsite factories. HUD will, in the very near future be announcing the various selected successful competitors. Of the recently named sites for these experiments, Sacramento, California, is one of the selections.

The nation's largest home builder, Levitt & Sons, Inc., re-

cently announced plans for a 2,000-homes a year factory to be located in Battle Creek, Michigan and plans five more in areas across the country.

Kaufman & Board, another of the home building giants, already manufacturing components for its Northern California tracts, plans a large expansion to largely "Componentize" its operations even more.

In Richmond, construction of a 150 unit, \$5,000,000 high rise senior citizens apartment building in the downtown redevelopment area is planned.

Another waterfront project in San Francisco, amounting to \$110,000,00 is on the drawing boards of a well known architectural firm, subject to formal approval of various city agencies.

L'il GeeGee, our office vamp, says mournfully, "I'd always wanted a child with long hair but I was hoping it would be a girl."

Uncle Benny says, "Whether a fellow winds up with a nest egg or a goose egg, depends on the kind of a chick he married."

Cousin Al comments, "It may not be ethical, but the easiest way to throw the opposition off balance is to suddenly quit pushing."

Our sick list is headed by Al Thoman, who scared us all by having an extensive nosebleed that turned out very serious. After a fast trip to the hospital, he was sent home to his own doctor for further tests and examination. Ivan G. Campbell is still on the recovery list from a job injury several months ago. Ray Carroll, recovering from surgery to his injured foot. Earl Huff, recovering from a broken foot injury. Herbert L. Nelson, still suffering with his arthritis.

Deeply regret to report the deaths of Apprentice Ronnie Brown, Fred Carlson (61), Herman Erickson (65), M. D. Powell. Two wives passed away, Mrs. Nels Anderson and Mrs. Jeune L. Buestad.

Brothers, let's start the new year right by attending as many meetings as you can. We will be very happy to see your smiling faces at the meetings more often. See you at the next meeting, Brother?

Watchmakers 101

BY GEORGE F. ALLEN

Two weeks ago, we wrote that we expected Brother Ainsley Edmunds to be out of the Kaiser Santa Clara Hospital by the time that column was received by you. We are sorry to have to report that he is still hospitalized and sincerely hope that we can report very shortly that he has been released from the hospital.

Richey Bostwick, watchmaker employed at Granat Bros. Hayward store is in the Kaiser Hospital in that city, having had surgery. We talked with Brother Bostwick after his surgery and he is doing nicely. We wish him a very speedy recovery.

Bill Thomson, former employee of Granat Bros. and long time Recording Secretary of this union was in the office this week and told us that his wife was in the Kaiser Hospital in Sacramento. Inasmuch as most of the members who have been with our union for years, know Bill, we are certain that they join with us in wishing Mrs. Thomson a fast return to good health.

Now for some good news. Mildred received word last night that her son has been released from the hospital and is now at home recuperating. She asked me to thank the many members who telephoned her when they were informed she was back in the office.

FOR SALE: Ticko-Print Timing Machine—one year old. If interested, telephone the union office—421-1988.

Steel Machinists 1304

BY DAVE ARCA

Hi. Concluding a Collective Bargaining Agreement doesn't necessarily make Employers and Employees sweethearts.

We agree production is important. We agree the Contract stipulates what both Parties can, and cannot, do.

But semantics and legal terminology leave loopholes for misunderstanding and abuse. Such is the case with Kaiser's Aluminum Can Company in Union City.

A major factor, in the confusion, is people. From both sides.

Yielding, in passion, has certain satisfactions. Unfortunately, little love is extended to Can Company Employees. Only capitulation, is expected. Affection is reserved for production and profits. This attitude is producing problems. Language that appeared permissive at the Bargaining table becomes restrictive at the Plant.

Friendly persuasion, in Negotiations, becomes rigid regulations when the Contract is signed. Life, for a Grievance Committeeman, isn't easy. Management's Experts, and Employee Representatives, contest continually. We win a few, and lose a few. But, in the main, we're fairly even. The key word is "Fairly." Without fair consideration, our problems become persecution. Know what we mean? Okay.

AFSCME 371 'Info'

BY NAT DICKERSON

Dated and signed bulletins have, for a long time, been a vitally important means of communication from the University Administration to its employees.

We believe this to be prevalent on all University levels. Custodians have always depended upon these bulletins, for information about negotiated agreements, any policy changes, new rulings or procedures, etc.

The importance of placing bulletin boards in most buildings and other areas was agreed upon, by the Personnel Office and officials of Physical Plant (G&B).

Apparently, there is a breakdown somewhere regarding the issuance of some (or most) of the negotiated items.

It becomes very embarrassing and humiliating to members of the Negotiating Committee upon realizing that certain pertinent information has been restricted to just themselves and the parties in Administration with whom such matters were discussed and agreed upon!

It is all too obvious that someone is "going all out" to preserve the status quo and ancient prerogatives; however, most of the bulletins we've seen lately, have not been about negotiated agreements, but rather in the nature of emergency information.

We are inclined to feel that the blame does not rest with the source and origin of these bulletins!

All this must be quite amusing to the "Lord High Poobah," but there is also the probability that some day the spirits of honesty and integrity will play some part, in the psychology of dealing with employees.

What we are saying, is that certain kinds of bulletins are being issued for posting and certain others are not!

Since we have previously stated that these facts may (or may not) have anything to do with the source of issuance, it remains that verification could only result from inquiries and inspections, afterwards.

In any case, let's start the year with a better awareness of the

pitfalls which beset us, and a caution to Foremen, that they inquire as to new agreements having been made with Administration.

We have nothing new on our ex-President Mack Scalzo, but were told by Brother Nettleton, Welfare Committee Chairman, that he had a list of indisposed Brothers which we were unable to obtain in time for this issue.

Sheet Metal Workers 216

BY ROBERT M. COOPER

We received word via Chet Thurber that Rae Martin passed away October 28. Rae had been living in Shelton, Washington, since his retirement from Todd's Shipyard a few years ago. Many of his old shipyard buddies will be sad to hear about Rae's death as he was very well liked by his fellow workers.

Our ex-trade school instructor Guy Edwards dropped in from Oregon and attended the December meeting and renewed acquaintances with many of his friends.

Kenny Youst who is retired and lives in Shreveport, Louisiana, has been visiting in the area so stopped in the office to chat for awhile. He is as dapper as ever and fit as a fiddle.

Hobby Gunn, retired and ex-teacher of the trade, also visited the office along with his wife. He says the hunting and fishing are good in Oregon.

It was nice to see Gordon Adams who was forced to retire due to a bad back. He has been living in Tennessee but is back in Fairfield while going through some treatments. He said he might make it to the regular January meeting if he can sit still that long.

It was nice to see these fellows and find out they are getting along so well. Some of this can be credited to our pension plan. You know if these men know they are going to get a certain stipend it eliminates a lot of worry.

Everybody wants to be independent and being able to always know you will be able to buy your own beans and a couple cans of beer gives a man some dignity, which is something impossible to put a price tag on.

It is my belief that we would be very wise if we keep increasing the hourly contributions to this fringe benefit. A vote of thanks is due Mr. Arellano and the other trustees for increasing the benefits to the pensioners whenever possible.

Lloyd Child is again gallivanting around the country along with his wife. Hope he has another enjoyable trip.

Regular union meetings are held on the third Wednesday of each month at 8 p.m. in the Labor Temple, Oakland.

Members of the Tri-State Council Death Benefit Plan please note that Death Assessment No. 664 is now due and payable.

Ironworkers Local 378

BY BOB McDONALD

The Trustees of the California Iron Workers Field Pension Trust Fund have compiled a new booklet, to be available soon, to bring you up-to-date information on benefits now available under the plan as a result of changes and improvements.

It also presents the qualifications which must be met by Iron Workers in order to receive pension benefits.

The first part of the booklet explains in general terms the Pension Plan benefits and eligibility requirements. The second part of the booklet presents the complete text of the actual Pension Trust Rules and Regulations.

House hearings due on bill to repeal 'jail without trial'

Hearings on repeal of the "jail without trial" Emergency Detention Act are due soon in the House Judiciary Committee after approval of repeal by the Senate.

The Alameda County Central Labor Council last year urged repeal of the provision in the 1950 Internal Security Act, permitting the government to intern persons without trial if there is "reasonable grounds" to believe they will "engage or probably will with others engage in acts of espionage and sabotage."

The Senate-approved repeal bill is SB 1872 introduced by Senator Daniel K. Inouye, of Hawaii. A similar measure, House Resolution 11825, the Matsunaga-Holifield Bill, is before the House Internal Security Subcommittee. Co-sponsors include Alameda County Congressman Jeffery Colahan and San Francisco Congressman Phillip Burton.

The Trustees continue to give careful study to the retirement needs of the covered members. Important changes have again been made. Effective January 1, 1970 the following improvements were made in the program:

1. The Normal Pension was increased from \$235 to \$260 per month, effective January 1, 1970.

2. The value of each full year of Pension Credit was raised from \$9.40 to \$10.40.

3. The monthly Basic Pension was increased to \$130, effective January 1, 1970.

These benefit increases apply to all pensioners and beneficiaries who were on the rolls on January 1, 1970 as well as to members who retire after that date.

As you read this booklet, you will recognize that the Plan contains many special features.

Beside the Normal Pension, Reduced and Early Retirement Benefits are available along with a Basic Pension and a Disability Pension provided for those iron workers who become totally disabled before they reach their normal retirement age.

There are also other benefits under the Plan that are described in this booklet.

We hope that you will read this booklet carefully and keep it for reference as it contains valuable information which will play an important part in your plans for retirement.

If you have any questions about the Pension Plan, please feel free to call or visit any of the Administrative Offices of the Trust.

For your own information in regard to your pension benefits, please pick up a copy of the booklet at the Local 378 office, 1734 Campbell Street, Oakland, or at union membership meetings.

As soon as the full booklet is available, I will inform you of its availability through this column.

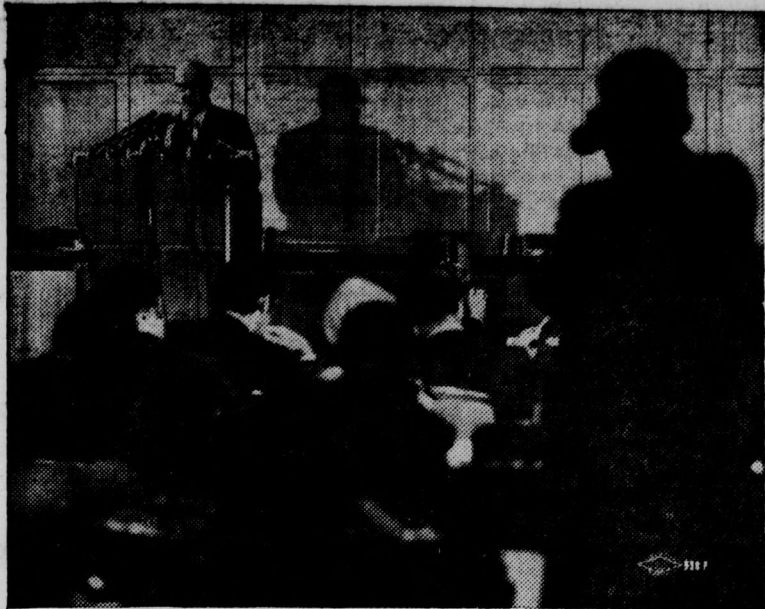
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Just Published

How 88,648 Heavy Smokers Stopped Smoking

NEW YORK — The Anti-Tobacco Center of America has just published a booklet which explains how 88,648 heavy smokers (of which many are physicians) have stopped smoking without straining their will power. This booklet is available free of charge to smokers. All you need do, to obtain it, is to send your name and address to The Anti-Tobacco Center of America, Dept A-114-T, 276 Park Avenue South, New York City, 10010.

This offer is open while the supply of these booklets lasts.



APPEASEMENT OF ISRAELI FOES would tend to jeopardize the freedom of Israel and ruin the chances of working out a lasting peace in the Mideast, AFL-CIO Pres. George Meany declares during a press conference at federation headquarters in Washington.

Big hospital fee hike bared

A terse bulletin to Social Security recipients which arrived along with this month's checks indicated that hospital costs in the United States rose by approximately 18 per cent in a year.

The increase was disclosed in the Social Security Administration's statutory annual survey of hospital costs. Medicare does not cover all hospital bills, and Congress set up a formula under which the portion which Medicare recipients must pay themselves should parallel costs of hospitalization in the nation.

The disclosure came on the heels of the Nixon administration's 32.5 per cent boost in the fees which retired persons pay for the physician bill optional coverage under Medicare.

Doctor bill coverage will cost \$5.30 a month instead of the present \$4, beginning next July 1.

The increases in hospital costs to Medicare patients are effective for benefit periods starting in 1970.

Both sides ask Pabco order review

There will be no quick resolution of the 10-year old dispute between the former Pabco Division of Fibreboard in Emeryville and Steel Machinists 1304, despite last week's National Labor Relations Board order for reinstatement of 21 men.

The company, now Fibreboard, has asked U.S. Circuit Court of Appeals in Washington for a review of the order. A principal management objection, it is understood, was to the NLRB's order to reinstate three employees whom it accused of picket line misconduct.

The Steelworkers international union earlier had filed a similar petition for review. A union objection is to the total of 21 reinstatements which actually should involve 31 jobs, Jay Darwin, counsel for the Steelworkers subdistrict here, indicated.

At stake when the case is finally decided is some \$400,000 in back pay and pension credits. Local 1304 picketed the plant in 1959, charging a lockout, and the case has been in the NLRB and the courts ever since.

Legislative roster due

The California Labor Federation's 1970 Roster of California's Legislative Representatives, listing Congress and Legislature members, will go to press as soon as committees have been named. One copy will go to each Federation affiliate and more may be ordered at a price expected to be about \$17.50 per 100 from the Federation, 995 Market Street, San Francisco 94103.

The new costs are:

- The first \$52 of the cost of the first 60 hospital days, up \$8 from the previous \$44.

- \$13 a day for the sixty-first through the ninetieth day in the hospital, \$2 more than the previous \$11 a day.

- \$26 a day for lifetime reserve days, which is \$4 more than the previous \$22.

- \$6.50 a day, \$1 more than the previous \$5.50, for the twenty-first through the one hundredth day in an extended care facility.

A/C drivers win back pay award, cost adjustment

A/C Transit's 1,400 union employees have received a 7 cent an hour cost of living increase on the heels of an award of \$20,980 for five minutes pay per day the district took away from drivers.

The drivers also have the five minutes back again.

The five minutes represents "stock time," allowed drivers to get change, for which the district stopped paying 1,023 drivers after the ready fare plan was instituted in July 1968.

Carmen's Division 192 took the dispute to arbitration last February. President Ed Cordeiro of Division 192 said the arbitration award in favor of the union was made in July but it took the district until mid-December to figure out how much back pay each driver had coming.

Retroactive checks, some as high as \$75, were given the drivers just before Christmas.

The 7-cent per hour cost of living increase was the third within a year under the union contract.

The hike brought cost of living increases since January 5, 1969 to 23 cents an hour. The bus driver's wage went up to \$4.14 an hour, which Division 192 said is the seventh highest in the nation. The company said wage and fringe benefits of A/C bus drivers now average \$6.51 an hour.

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Oakland

End Medicare doctor bill fees, says labor

Congress must eliminate the growing financial burden which Medicare lays upon poverty-stricken aged persons and arrange that the entire cost of medical care for the elderly is paid before they retire, the AFLCIO declared.

Reacting to the Nixon administration's 32.5 per cent boost in the monthly fee which Medicare patients must pay for doctor bill coverage, AFLCIO Social Security Director Bert Siedman urged that the requirement that they pay anything be eliminated.

The original \$3 a month charge for optional doctor bill

coverage went up to \$4 in 1968 and Nixon's secretary of health, education & welfare, Robert H. Finch has boosted it to \$5.30, effective next July 1. That cancels out part of the inadequate 15 per cent Social Security benefit boost voted by Congress, he said.

"The latest nearly one-third jump on the elderly person's payment," Siedman said, "is due largely to the continued, unconscionable skyrocketing of doctors' bills."

The answer is combination of Medicare's hospitalization and doctor care provisions "to permit the entire financing of

medical care before retirement," he declared.

Until that happens, he urged Congress to freeze the medical care fee at the present \$4 a month. Pre-retirement financing of doctor care is one of the major improvements in the measure introduced by Congressman Jacob H. Gilbert, New York, with labor and senior citizens' support, at the last Congress session.

The raise in medical fees will eat up more than one month's Social Security benefit for couples getting the minimum, he said.

Legal blitz on labor political action on tap

The Senate last session beat down three attempts to run working people's unions out of politics, but one of the only five Senators who voted for all three is beating the drums for a tax-exempt fund to cripple labor political activity via the courts.

He is Senator Edward J. Gurney, a Florida Republican. He is

writing on his Senate stationery to employers whom he asks to come up with as much as \$500.

The money is to be used, he tells management people, for a "national test case to challenge the constitutionality of unions spending compulsory dues for politics."

Contributions are to be turned over to the National Right to Work Legal Defense & Educational Foundation, set up by leaders of the Right to Work Committee.

Reed Larson, who doubles as vice president of the foundation and of the committee, told the Chicago Daily News "we've been very pleased with the response" to Gurney's letters, but didn't say how much had come in.

Gurney said the "bare minimum" immediate goal is \$115,000 to knock unions out of political action "with a single stroke."

The three moves to cut down labor political action were amendments to the tax reform bill by Barry Goldwater's GOP Arizona colleague, Paul Fannin, by Dixiecrat Herman Talmadge of Georgia and by Kansas Republican Robert Dole.

Fannin would have lifted unions' tax exempt status for endorsing or opposing candidates or parties or for any voter registration activity. It lost, 59-27.

Talmadge's amendment would have prohibited financial contributions to candidates by tax-exempt organizations. The Senate dumped it, 63-25.

Then Dole moved to allow tax exemption only for "labor organizations which do not participate in (including the publishing or

distributing of statements) any political campaign on behalf of any candidate for public office . . ." Sick by then of the whole idea, the Senate snowed Dole's amendment by a 71 to 10 vote, with only Senator Gurney and nine other Republicans voting for it.

Labor - endorsed California Senator Alan Cranston voted against all three. California GOP Senator George Murphy, who is running for re-election, voted for the Fannin and Talmadge amendments but went along with the majority against Dole's move.

Reagan 'economy' hits UC unionists

University of California teaching and research assistants are feeling results of Reagan administration, "economy" in heavier work loads and attempted replacement of employees by unpaid students, the Alameda County Central Labor Council was told.

Nina Caulfield, Federation of Teachers 1570, reported that the grievance procedure won last year was being used to block such replacements.

The union is fighting increased work loads, and is seeking in negotiation to extend the grievance apparatus' scope.

DON'T BUY Cosmopolitan, Good Housekeeping or Harper's Bazaar magazines while Hearst hires scabs and refuses to bargain with employees in L.A.

LONGS DRUG STORES

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OFFICIAL UNION NOTICES

PLUMBERS & GAS FITTERS 444

The next regular meeting of Plumbers & Gas Fitters Local Union No. 444 will be held Wednesday, the 28th of January, 1970 at 8 p.m. in Hall A, first floor of the Labor Temple Building.

ORDER OF BUSINESS

1. Regular order of business.
Please be sure to come to this meeting. Union meetings are one of the more important aspects of union membership.

Fraternally,
GEORGE A. HESS,
Bus. Mgr. &
Fin. Sec.-Treas.

PRINTING SPECIALTIES 678

Meeting second Thursday of the month at 8 p.m. in Cannery Workers Hall, 492 C Street, Hayward, Calif.

Fraternally,
JOSEPH CABRAL,
Sec.

CARPET & LINOLEUM 1290

The next regular meeting of the Carpet, Linoleum and Soft Tile Workers Union Local 1290 will be held in Hall 'C,' Thursday, January 22, 1970 at 8 p.m., 2315 Valdez St., Oakland. Please attend.

National conference deaths are due and payable through NC 348 and \$3.50 is due for Brother Joseph Santos who passed away December 10, 1969.

Effective February 1, 1970 wages are increased twenty cents (20¢) per hour for Journeymen—Apprentices raised according to their percentage scale.

Fraternally,
ROBERT SEIDEL,
Rec. Sec.

HAYWARD CARPENTERS 1622

Regular meetings are held the second and fourth Thursdays of each month at 8 p.m. with a social following the meeting on the fourth Thursday.

The office of the financial secretary is open 7:30 a.m. to 5 p.m. Monday through Wednesday; 8 a.m. to 8 p.m. Thursdays, and 7:30 a.m. to noon Fridays.

Steward meetings are at 7:30 p.m. on the second Tuesday of each month. A stewards training program is held in conjunction with the stewards meeting.

The 1969 Claim for Refund forms can be picked up at the Financial Secretary's office.

Final filing date is June 30, 1970.

Fraternally,
KYLE W. MOON,
Rec. Sec.

ALAMEDA CARPENTERS 194

Carpenters Local 194 meets the first and third Monday evenings of the month at 8 p.m. in the Veterans Memorial Building, located at 2201 Central Avenue, Alameda.

Refreshments are served following the first meeting of the month in the Canteen for all present. You are urged to attend your Local's meetings.

Fraternally,
WM. "BILL" LEWIS,
Rec. Sec.

BARBERS 134

The regular January meeting will be held on Thursday night, January 22, 1970 in Room H of the Labor Temple, 23rd and Valdez Streets, Oakland.

Installation of officers and delegates for 1970 will take place. Second reading of petition to grant Oakland International Airport Barber Shop separate contract or concession to give six day service.

Dues and assessments are due on or before the first day of the month for which they are due. A \$1 assessment is levied on a second bill.

Legislative assessment of \$8 is now due. Please add same to January dues.

Fraternally,
JACK M. REED,
Sec.-Treas.

IRON WORKERS 378

Our Regular Executive Board meetings are held on the 2nd and 4th Wednesdays of each month, 8 p.m.

Stewards meetings also are held the second and fourth Wednesdays of the month at 8 p.m.

Our regular membership meetings are held on the 2nd and 4th Fridays of each month, 8 p.m.

Fraternally,
BOB McDONALD,
Bus. Agt.

AUTO & SHIP PAINTERS 1176

Auto, Marine & Specialty Painters 1176 meets on the first and third Tuesdays of every month in Room H, Labor Temple, 2315 Valdez Street, Oakland, at 8 p.m.

Fraternally,
LESLIE K. MOORE,
Bus. Rep.

SERVICE EMPLOYEES 18

All future membership meetings of Service Employees' Local 18 will be held at the following time and place:

TIME: 3:00 p.m., the fourth Friday of each month.

PLACE: Jenny Lind Hall, 2267 Telegraph Avenue, Oakland, Calif.

This is in accordance with action taken at the general membership meetings of June 27, 1969.

Fraternally,
VICTOR C. BRANDT,
Sec.-Bus. Rep.

UNITED STEELWORKERS 1798

Regular Membership Meeting, Friday, January 23, 1970, 8:00 p.m., Eagles Hall, 1228 36th Ave., Oakland, California.

Fraternally,
WILLIAM F. STUMPF,
Administrator

BERKELEY CARPENTERS 1158

Regular meetings are held the first and third Thursdays of each month at Finnish Brotherhood Hall, 1970 Chestnut St., Berkeley.

Be a good member. Attend union meetings. You may win a door prize.

Fraternally,
NICK J. AFDAMO,
Rec. Sec.

Bernice starts her New Career

A New Careers program for Service Employees 18 turned out to be "the dream of my life" for Bernice Randolph, a motel maid who now finds herself in college and learning to become a union business representative.

Since the first of the year Mrs. Randolph has been spending her mornings working with business representatives of Local 18 and her afternoons in Merritt College.

It is the start of a two-year program leading to her becoming a full-fledged union representative and organizer.

In the eight years she spent since she came to Oakland from Oklahoma she had been a maid in Edgewater-Hyatt House.

She was a union member from the start, provided the deciding vote when Local 18 originally was named exclusive bargaining representative and was shop steward at the time of her selection as a New Careerist.

Forty-five and a grandmother, Mrs. Randolph was a bit hesitant about going back to school.

"With this new generation I thought I'd be so far behind," she said. "But I really enjoy it. This is something I wanted to do a long time ago. My main problem was I was doubting myself."

She is studying mathematics, English and psychology.

From 9 a.m. to 1 p.m. she works with the union. She goes with one of the three business representatives to hotels and motels to get acquainted and familiarize herself with how to handle grievances.

"I know most of the gripes," she says. "They are mostly the same."

She spends her spare time reading rules, laws, contracts.

"In this kind of business," she says, "your phone is constantly ringing and you have to do a

RETAIL CLERKS 870

The next regular membership meeting will be held on Tuesday, January 27, 1970 at 9:30 a.m. at the union auditorium, 6537 Foothill Boulevard, Oakland.

Fraternally,
CHARLES F. JONES,
Pres.

CARPENTERS 36

The regular meetings for Carpenters Local Union 36 are held the first and third Thursdays of each month at 8460 Enterprise Way, Oakland, California 94621, at 8 p.m. Phone 569-3465.

The hours of the Financial Secretary's office are 8 a.m. to 5 p.m. Monday through Thursday. Friday the office closes at 1 p.m.

Stewards meetings are held at 7 p.m. on the fourth Thursday of each month, at the hall.

Support yourself, attend your union meetings!

Fraternally,
ALLEN L. LINDER,
Rec. Sec.

PRINTING SPECIALTIES 382

Meeting second Friday of the month at 8 p.m. in Jenny Lind Hall, 2267 Telegraph Avenue, Oakland.

Fraternally,
TED E. AHL,
Sec.

GOVERNMENT EMPLOYEES 3

General membership meeting Hall C, Labor Temple, 2315 Valdez St., Oakland, the fourth Friday of the month, 8 p.m.

Fraternally,
WRAY JACOBS,
Rec. Sec.

SHEET METAL WORKERS 216

The regular meetings are every 3rd Wednesday of the month at 8 p.m. in the Labor Temple.

Fraternally,
ROBERT M. COOPER,
Bus. Rep.

lot of reading to really answer their questions."

Vic Brandt, secretary and business representative of Local 18, says "Her training will be basically in the hotel and motel section. As she progresses we will move her out into the field."

Under New Careers, a Labor Department program to provide greater opportunity for the under privileged, she will advance in four steps. Now she is a trainee at \$110 a week. At the end of the two years she will have advanced to business agent-organizer at \$175.

New Careers pays 90 per cent of costs the first year and 45 per cent the second. The program was initiated through Charles Jackson, chief of New Careers for the Oakland Economic Development Council, Inc. Jackson promised full cooperation with any union wishing to inaugurate a similar program, advising them to contact Abe Newman at 451-3215.

"It's a good program," says Brandt. "We're very happy to

have the opportunity to participate in the plan and make this sort of thing available to a member of ours."

Brandt also noted that working with experienced business agents provides a shortcut to development of a new trained union representative.

Mrs. Randolph is clerk of the Tabernacle Missionary Baptist Church in east Oakland where she also teaches Sunday school, the Mission Circle every Tuesday night, and the general staff of the Mission Department on the last Monday of every month.

"I just love to talk," says Mrs. Randolph. "I'm very proud I was the one that was chosen to take the part with the union."

As the New Careerist she sat in on final sessions of the local negotiations for a new contract with the Hotel-Motel Association—for 16 hours and for six hours.

"I never realized they had gone through all of that," she said. "I had to go back to the motel and tell the staff it was not like what we used to think."

Senate cuts back U.S. pay raise bill to avoid Nixon veto

The Senate has approved a 4 per cent pay increase for lower paid federal and postal employees, trimmed to "bare bones" to avoid a threatened veto by President Nixon.

Nixon's veto threat came after the House voted a 5.4 per cent raise for postal workers, retroactive to October 1.

A House-Senate conference committee is expected to try to resolve differences in the two bills.

The Senate measure would give a 4 per cent raise to federal employees earning less than \$10,000, a hike of 3 per cent to those in the \$10,000 to \$15,000 bracket, and 2 per cent in the \$15,000 to \$20,000 group, and 1 per cent to the top regular grade. All would be effective January 1.

All employees would be guaranteed an additional 3 per cent on July 1, based on comparability adjustments with private industry.

AUTOMOTIVE MACHINISTS 1546

Regular meetings of Lodge 1546 are held on the first and third Tuesdays of each month at the hour of 8 p.m. in our building at 10260 MacArthur Blvd., Oakland.

Fraternally,
LEVIN CHARLES,
Rec. Sec.

SERVICE EMPLOYEES 322

There will be a special membership meeting at 8 p.m., Thursday, February 5, in Hall H of the Labor Temple, 2315 Valdez Street, Oakland, for the purpose of voting on bylaw changes and increasing dues.

Fraternally,
VERN DUARTE,
Bus. Agt. & Fin. Sec.

PAINT MAKERS 1101

The next regular meeting will be held on Thursday, February 17, at 8 p.m. in Hall "C" at the Labor Temple, 2315 Valdez Street, Oakland, Calif.

Fraternally,
CARL LAWLER,
Rec. Sec.

STEEL MACHINISTS 1304

Regular meeting Thursday, February 5 at 8 p.m. Executive Board meets 6:30 p.m. Please Brothers, this is an Election Year. We have things to do, and effort to make, to help ourselves and our members. Give us a hand. Okay? Okay.

Fraternally,
DAVE ARCA,
Rec. Sec.

The National Association of Letter Carriers earlier had launched a nationwide advertising campaign in support of the House bill.

The house measure provides pay step increases totaling 5.4 per cent, top pay after 8 years instead of 25 and creation of a Federal Wage Commission to determine future government pay scales.

President James H. Rademacher of the Letter Carriers said the post office would be plunged into its "worst catastrophe" if the workers don't get the raise.

He said the government is paying \$100,000,000 a year just to find and train replacements to keep up with the 23 per cent annual turnover in postal workers.

Rademacher recalled that last summer the union issued emergency advice to avoid widespread "sick leave actions" or work stoppages by carriers who the law says cannot strike.

Reason for going to the public is Nixon's unusual threat in advance to veto the pay raise. Local branches of the NALC are financing the advertisements through voluntary contributions to enlist public support.

"We are spending an awful lot of money," Rademacher said, "to cause the President to think twice."

Murphy succeeds Scalzo as head of AFSCME 371

University of California Employees AFSCME 371 has elected Henry Murphy Jr. its new president, succeeding Mack Scalzo who stepped down after holding the office since 1958.

Scalzo declined to run for reasons of health but was elected to the UC union's executive board.

Murphy, an eight-year member of the union, was chief steward and former vice president.

The union re-elected Vice-President Charles Davis, Secretary-Treasurer Joe Santoro and Recording Secretary Nat Dickerson. Incumbent executive board members Harold Lyman and Sello Martinez were re-elected and a third board member, Ron Dunphy, was defeated by Scalzo.

Murphy appointed Davis to succeed him as chief steward.

I AM MOVING

Effective _____ I am moving to a new address.

Name _____ Union No. _____

Old Address _____ City _____

New Address _____ City _____

CUT OUT AND MAIL TO:

EAST BAY LABOR JOURNAL
1622 East 12th Street, Oakland, California 94606

EAST BAY LABOR JOURNAL



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January 23, 1970

JOHN M. ESHLEMAN, Editor

LEONARD MILLIMAN, Assistant to the Editor

1622 East 12th Street, Oakland, Calif. 94606

Phone 261-3981

Just be as persistent as the enemies of labor

Three times in a few days, the United States Senate last month beat back attempts to take unions out of politics, thus giving to business and wealthy anti-union groups the sole say in the election arena. In three separate versions, two Republicans and a Dixiecrat tried to deprive unions of tax exemption for engaging in political action—even voter registration in one case.

Now we learn that a foundation set up by leaders of the National Right to Work Committee is going into court to accomplish the same anti-working people objective which the three defeated Senate measures sought to achieve.

This illustrates the fact that those who want to break unions and deprive them of their strength to get you better pay, better job security, better conditions, never give up.

Were working people deprived of the right to take organized action in politics through COPE, wealthy, anti-union forces would have a free hand in electing their kind of candidates. "Right-to-work" would be just the first of a series of laws to make your union too weak to be a functioning means of improving your life.

The tieup between those who would outlaw unions from politics and those who would crush them with "right to work" illustrates the further fundamental fact that working people must show as persistent support for union objectives as these anti-union individuals show for their aims.

Just as fundamental, participation in local union activities and meetings comes first. Support to such crucial labor battles as the General Electric strike and boycott is equally fundamental.

And support to labor's political efforts to elect candidates who will be fair to working people is basic for the labor movement's survival.

Poverty solution -- higher pay

After studying poor people's problems for two years, the President's Commission on Income Maintenance has made its report. One paragraph deserves repeating. It declares:

"Very few people seem poor because they are shiftless. Fully 70 per cent of the non-aged heads of poor families worked for part of the year. And most of those who did not work at all were ill or disabled or were women with absent husbands and young children."

This is not news to us, nor is the commission's point that:

"We have concluded that more often than not the reason for poverty is not some personal failing, but the accident of being born to the wrong parents, or the lack of opportunity to become non-poor, or some other circumstance over which individuals have no control." By which the commission means that if you're born in a poor family to parents deprived of education or training you're likely to meet continuing poverty yourself.

It finds, in essence, that the shortcomings and problems of poor people have a basic cause—they're poor.

It recommends a number of measures, including an increased version of the Nixon income supplement proposal, which labor points out, by itself, subsidizes employers who pay starvation wages.

Perhaps the first important step on the way to stopping the poor from being poor is to raise the scandalously low minimum wage to \$2 and more, permitting them to approach a decent living standard. We do not see this in the commission's report.

Investment for consumers

The Pacific Gas & Electric Company has just received a \$16,000,000 annual rate increase from Governor Reagan's majority on the California Public Utilities Commission. PG&E now wants a \$67,400,000 raise in its electricity rates, and the Pacific Telephone & Telegraph Company is ready to try to boost your phone bills.

One major bulwark against rate increases is the Association of California Consumers which, along with labor, delayed and whittled down PG&E's gas rate increase. It estimates that if something isn't done, that raise plus the pending requests will mean the average Bay Area homeowner will pay \$5 more per month for utilities. We suggest that you lend the financial muscle to fight future boosts by joining the association. The address is 3030 Bridgeway, Sausalito, phone 332-3667. It costs you little, saves you much.

Groundbreaking



Another medical care need

Skyrocketing medical and hospital costs are enough to frighten anyone, and now a labor representative with the United Bay Area Crusade has disclosed another financial hazard.

Most private health care plans and 80 per cent of all union-negotiated plans, he says, do not cover an infant during the first two weeks of life, another example of the fact that however much unions negotiate for fringes, they are left behind by rising costs.

The revelation was made by Edward Howe, Bay Area Building Trades liaison man with the Crusade. He said that nine of every 10 births are fully covered by the general maternity benefit of most plans. But the tenth case could cost the parents up to \$1,500 a week or \$3,000 before the plan will pay.

One unionist who escaped that cost is Bill Healy, assistant research director for the Service Employees in Northern California.

His now three-year old son Lawrence was born three months prematurely and with a lung disease.

Only because his wife was covered by one of the plans which does pay for the first two weeks' medical expenses for an infant, he avoided being stung for a mammoth hospital bill.

The bill for 31 days in the hospital was \$3,900, including 10 days in intensive care—and that was when costs were substantially lower than now.

Young Lawrence came out of it a healthy lad.

As a postscript, Healy adds: "Recent medical studies have shown an alarming increase of babies born with major medical defects."

Howe said that of the 15,554 deliveries in 1968 in Alameda County, 1,283 were premature. The greatest percentage was in the low income group with 12½ per cent premature, compared to 8.2 per cent for the county as a whole.

Dave Williams, administrative secretary for the California Council for Health Plan Alternatives, said it was difficult to say just how many negotiated plans don't cover newborn infants.

He said the child is not covered for the first 10 to 15 days unless special provision is made in the plan.

"Some plans," he said, "provide complete coverage from birth. But many do not cover birth even for the mother, or are somewhat limited."

"Some plans can't afford constructive changes along these lines with the money available. They are waiting to get back to the bargaining table."

The average health and welfare agreement runs for about three years.

The CCHPA, organized by California unions for more effective returns for the negotiated health dollar, hasn't gotten into the childbirth area for grading although it does give extra credits for full coverage, Williams said.

"The best plan," he said, "is prepaid total coverage for any eventuality for all members of the family."

Letters to the editor

Pro-American

Editor, Labor Journal:

The parting statement in your article on "Harassment of Panthers" January 9 Labor Journal states:

"If they take away the rights of the Panthers, it won't be long before someone takes our rights away from us."

From this statement I judge, that you condone armed rebellion against law and order. By establishing this attitude are you telling your readers, that you support similar organizations such as the Mafia, Cosa Nostra and were also in support of the old historical gangs such as Al Capone, Jesse James, etc.

Why can't someone in this vast world of journalism come out in support of a person or group that is pro-American? It would please the majority, I am sure, if there were some articles to promote the building up of our great country.

I suppose this makes me a sort of odd ball or a square, but as each day goes by I find more love in my heart for the Lord God, who gave us this great country and feel more hurt in my heart when I see everything imaginable being done to tear down anything good and just and decent?

Why is there such a fervor toward the left? When a couple of the Panthers came face to face with the same type of communism they seem to be trying to establish (during their travels

in Castro's territory) they did not like it one little bit. Yet, it seems as though they have actually dedicated their very lives to establish those same leftist ideals in this country.

If Castro's communism was bad for them, whoever becomes commissar in this country will be worse.

I have seen pictures of the Chinese who rebelled against law and order in Mao's territory. Many of their bodies floated down into the Hong Kong harbor. I wonder how many of these were his pals before he became worried about their getting his job?

Yes, you may be right, Mr. Editor, if they take away the rights of the Panthers, it won't be long before they take away the right to "Burn the flag," but then I would rather wave it than burn it.

TODD R. RUDD,
Member, Carpenters 36

(The portion of the story in Mr. Rudd's second paragraph is part of a quotation from one of the participants in the discussion on the resolution. The full quotation as our article rendered it, would also contain this paragraph:

"Nothing in the resolution endorses the platform of the Black Panthers."

Nor do we feel that fear that loss of rights by an unpopular group will lead to loss of others' rights, in any way condones armed rebellion, whoever may advocate that—Editor).

Reagan presses UC tuition; it's a shell game, says labor

The California Labor Federation accused Governor Reagan of "playing a shell game with educational financing" in his demand for higher tuition from university students.

"Reagan is determined to subvert and destroy the basic concept of free public higher education in this state," said Federation Secretary-Treasurer Thos. L. Pitts.

University regents put over until February a decision on Reagan's plan to increase the present \$300 student charges to \$660 by 1971-72 and put the student fees in the state's general fund.

UC President Charles Hitch charged the Reagan scheme would shift the tax burden from corporations and the tax-supported general fund to students and their parents.

The higher tuition would

amount to an estimated \$38,000,000.

"It would be far better," Pitts said, "to raise this sum by requiring the state's \$4,600,000,000 agribusiness community and other industries to begin to pay for some of the free research and development work they receive from the university instead of erecting insurmountable financial barriers to higher education for most California families."

"Local property taxpayers will be the ones who suffer," Pitts said, "because an estimated 14,000 students will be obliged to turn to community colleges that are supported by property taxpayers."

Until Reagan took office, Pitts said, both the university and state colleges were adequately financed through the state's general fund.

Unions meet to study action in new Kaiser care fee hike

Continued from page 1
cases involved increases in incidental fees and reduction of coverage.

Eighty per cent of Kaiser's 925,000 subscribers are enrolled through union-negotiated or other group plans.

Increases for these members will become effective at the end

of the existing contract and will depend upon their group coverage and new prepayment structure.

For individual subscribers the new rates go into effect April 1. Their present rates and the increases are: one individual, \$12.75 a month, up 95 cents; man and wife, \$23.45, to go up \$1.75; family of three or more, \$30.70, to be increased by \$2.30.

There is wide variation in group plans and therefore in costs. A Kaiser spokesman said a common group figure, as of April 1, will be \$13.30 per individual, \$26.60 for husband and wife, and \$38.10 for a family of three or more.

Health Plan Manager Frank Jones said the increase was necessary because of continued inflation, higher salaries and wages, and medical technological improvements which require more skilled personnel.

Both costs and services of Kaiser plans have been under discussion by the CCHPA for some time. About two months ago the union organization set up two committees to deal with Kaiser problems in Northern and Southern California.

Childers chosen first Man of Year in East Bay labor

Continued from page 1
Presidents Paul Jones of the BTC and Russell R. Crowell of the CLC, said Childers' years-long service to working people and cooperation with the total labor movement determined his selection.

The two executive committees put emphasis on his vigorous activity to train minority workers and bring them into the construction industry as skilled craftsmen and union members.

The committee said his "imaginative leadership in creating the Acorn Project," the BTC-sponsored integrated medium income housing development under BTC sponsorship in West Oakland, deserved special mention.

It added:

"The initiative taken by the Building Trades Council under his leadership in dealing with the very real problem of minority employment through Project Upgrade and the Prep Program is a significant contribution to the lessening of racial tension and the improvement of labor's image in the black community.

"In addition, Brother Childers played an important part in establishing the Bay Area Construction Opportunity Program, which has further contributed to minority employment in the construction industry."

Upgrade develops skills of minority construction workers, while BACOP, a joint labor-management five-county operation, has placed 330 disadvantaged youths in apprenticeship. The Prep Program combines training young minority construction workers with aiding West Oakland residents in renovating their homes.

The committee cited Childers' "willingness at all times to cooperate with the Central Labor Council in any mutually advantageous project or in any mutual problem and his long term contribution to the Alameda County labor movement."

It costs more to live here too

The cost of living in the Bay Area jumped 1.3 per cent in the last three months of 1969, making the increase for the full year 6.2 per cent, the U.S. Bureau of Labor Statistics reported.

Rising costs of housing, up 1.5 per cent, and food, up 1.3 per cent, were primarily responsible for the increase in the last three months.

The Bay Area costs reached 134.5 per cent of the 1957-59 average in December. That means it takes \$13.45 to buy what cost \$10 ten years ago.

New CLC delegates

New delegates seated by the Alameda County Central Labor Council at recent meetings are Laurel Burley and Charles H. Shain, University Federation of Librarians 1795; Sam Zagami and Bill Castro, Musicians 510; Lee Smith and Cliff Sundin, Motion Picture Operators 169, and Leonard Knight, Furniture Workers 3141.

Tell 'em you saw it in the East Bay Labor Journal!

1,000 join pickets at Marin paper

Some 1,000 unionists and their families rallied to the picket line last Saturday at the scab-operated San Rafael Independent-Journal plant. They came from as far away as Sacramento to show solidarity with striking printers.

Typographical Union 21 struck the county daily January 7 after 15 months of seeking a new contract while management demanded concessions which other publishers had long since abandoned. Non-union personnel had, meanwhile, been trained to do union members' work.

Service Employees win raises in E. Bay hotel-motel pact

Continued from page 1

Health and welfare improvements include a drug plan and better Kaiser medical coverage, both effective in March, a new fully-paid dental care plan, covering members and dependents, effective November 1 and improved sick leave. The health program includes an optional indemnity alternative.

Other contract improvements include two additional paid holidays — Washington's Birthday and the employee's birthday—beginning in November for a total of eight; improved holiday pay—double time if worked and full pay if it's a day off—and four weeks vacation after 15 years.

The contract with the Hotel & Motor Hotel Association covers 290 members of Local 18 working at the Holiday Inn, St. Mark Hotel, Boatel, Claremont Hotel, Edgewater-Hyatt House; Leamington Hotel, San Pablo Hotel, Berkeley House, Traveler's Hotel and Lake Merritt Hotel.

Fight not labor's alone; committee backs GE strikers

The fight against General Electric's non-bargaining attack on working people isn't labor's alone. A national committee of leaders from all walks of life is backing the nationwide GE strike by 147,000 union members and plans to educate the public on the strike issues.

Former Illinois United States Senator Paul Douglas is the chairman and Bayard Rustin, executive director of the A. Philip Randolph Institute, is vice chairman.

In newspaper advertisements, the committee told the public:

"We ask you, as an act of solidarity with GE's workers, to send a check for \$3.25—the average hourly wage of GE workers—to this committee.

"Your contribution will be used to support the strikers and their families, and will signify your membership alongside us in the Citizens Committee to Support the GE strikers."

Rustin wrote hundreds of prominent persons throughout the nation:

"I believe that the issues in this strike transcend narrow labor-management conflict. They affect every American..."

"Over the years we have worked together on behalf of civil rights, the abolition of poverty and in other efforts to strengthen American democracy. I believe that now is the time for us to pull together once again—in support of the GE strikers."

Firebug



Economy slips--prices zoom

Continued from page 1

Labor pointed out that in an economic slowdown such job producing and social measures in the bill as hospital construction, vocational education and aid to schools become even more important. The \$19,700,000,000 measure has passed the House and was before the Senate as Congress opened this week.

2. The Labor Department reported a marked slowing of factory hiring in November when the new hire rate fell to 34 per 1,000 workers from 36 in October. November hiring figures were the first in 1969 to fail to equal or exceed year-earlier levels. Factory quits, an indicator of job availability, dropped while layoffs showed a year-long increase.

3. Non-farm jobs fell off in December by 14,000 from November. Declines of 30,000 in manufacturing, 15,000 in construction and 40,000 in trades offset modest gains which included 40,000 in state and local governments' hiring and 25,000 in hiring.

4. Nixon's Defense Secretary

Melvin Laird predicted that about 1,250,000 government and private employees would lose their jobs as a result of defense budget cuts in the next fiscal year.

5. Government data showed industrial production declined in December for the fifth consecutive month, personal income rose by the least of any month last year and housing starts were at a low for 1969.

Economists say that when for two consecutive quarters real production declines, there is a recession with many out of work.

Some were fearful a recession was imminent while others were reserving judgment until there is more data than 1969's stagnant last three months.

The key figure, contrasting slackening production with inflationary profits, was the Commerce Department's estimate that prices went up 4 1/2 per cent in 1969 while real production for the whole year grew less than 3 per cent.

In 1968, real production climbed 5 per cent while prices grew 4 per cent.

Welfare 'fraud' report hit

Social Workers 535 branded as a politically motivated fraud a report by a Reagan administration panel which accused 15.7 per cent of those receiving aid for needy families of cheating.

The report was neither scientific nor objective, said Social Workers Organizing Coordinator Robert Anderson. He charged that it was "designed to establish the Reagan administration's preconceived notions of welfare fraud."

"The report is a farce," said Coleman Blease, another spokesman for Local 535.

A panel of Reagan-appointed attorneys reported finding 191 cases of suspected fraud in an eight month investigation of 1,213 welfare families.

The panel projected this percentage to the 1,075,900 Californians receiving Aid For Depen-

dent Children and came up with an estimate of \$59,000,000 in fraud.

Anderson pointed out that the projections were of dubious accuracy because they were based on suspicion. He said the fraud task force had no idea how many of the cases involved administrative error, how many faced prosecution and other vital points.

"Manipulating welfare fraud statistics does not feed the kids or pay the rent," he said.

He accused the State Department of Social Welfare of mismanagement and bungling of major welfare programs.

Democratic Assemblywoman March Fong of Alameda County wanted an explanation from the governor if the report was correct since "in 1966 Reagan waged a very noisy campaign for governor in which he promised to eliminate welfare fraud."

GE strike rally here Feb. 2

Continued from page 1

AFL-CIO General Electric strike support fund.

Nationally, talks by the AFL-CIO's GE Coordinated Bargaining Committee with Chief Federal Mediator J. Curtis Counts continued.

Management, however, still placed its reliance on lavish newspaper advertisements and pressure on strikers to return.

A confidential company memo, made public by the strikers, showed a woeful failure in the

GE back-to-work drive. In GE's lamp division, the company memo noted such plant-by-plant figures as 54 scabs out of 5,065 workers, three out of 1,271, one of 204, and conceded that there were no picket-line crossers at a number of other plants.

Older women workers

About two of every five women workers in the United States are 45 or older, the Labor Department reported.